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1.) Mythbusting: Enlisted Rating Modernization Plan - Six Commonly Asked Questions / 7 OCT 16 [\[LINK\]](#) Chief of Naval Personnel Public Affairs

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Chief of Naval Personnel Public Affairs

Following the Navy's enlisted rating modernization announcement Sept. 29, Sailors have had a lot of questions. We've heard you, and we will continue to keep you informed as the modernization process continues.

Here are some of the most commonly asked questions and their answers.

Q. What has changed immediately following that announcement?

Right now, we are only changing the way we address each other – both verbally and in written correspondence. Those individuals in paygrades E1-E3 will be addressed as “Seaman,” E4-E6 will be called “Petty Officer Third/Second/First Class” as appropriate, and Senior enlisted in paygrades E7-E9 will be “Chief,” “Senior Chief,” or “Master Chief” depending on their paygrade.

- For example, a Sailor will no longer be called by their rating, such as YN2. Instead, they will be called a “Second Class Petty Officer,” “Petty Officer Second Class,” or simply “Petty Officer.”
- There will no longer be a distinction between “Airman, Fireman and Seaman,” or “Hospitalman or Constructionman.” They will all be Seamen.
- Senior enlisted in paygrades E7-E9 will be addressed as “Chief,” “Senior Chief,” or “Master Chief” depending on their paygrade.
- Fleet, Force and Command Master Chiefs will now be addressed as Master Chief. CMDCM, FORCM, FLTCM are ratings and are no longer authorized. Positional titles like “Doc” or “CMC” may continue to be used.

Q. How is the Navy implementing this change?

Moving from rating titles to Navy Occupational Specialties for Sailors is the first step of a multi-phased approach to transform Navy personnel management. This transformation will occur in phases over a multi-year period.

Just because we're moving to Naval Occupational Specialty codes does not mean your job will change. But for those individuals in over-manned ratings or for those who want to try something else, this change will allow an opportunity for Sailors to expand their careers, and will provide more choice in terms of timing, home port locations, assignments and even potential opportunities for special and incentive pays.

A working group, comprised of members throughout the Fleet including senior enlisted Sailors from USFF, PACFLT, CNE/CNA, CNP, and MCPON offices among others, has been formed to identify personnel policies, management programs and information technology systems that will require changes. Some of what they will look at includes, but is not limited to, recruiting, detailing, advancements, training, and personnel and pay processes. We are committed to ensuring we have a deliberate process that will enable changes to occur seamlessly and transparently to the Fleet.

Your feedback matters. We want to hear from you during each phase of the transformation and we will carefully consider all aspects of enlisted force management as we move forward. Sailors are encouraged to provide feedback through their chain of command to members that are part of the working group. We will also solicit Sailors' feedback at key decision points along the way.

We do not have a detailed timeline yet of when these changes will occur, but they are intended to occur over the next two-three years.

Q. Has does this change affect correspondence, FITREPs / Evals, awards, etc.?

Until we update our policies and IT infrastructure, there will be no immediate changes reflected in FITREPs and Evals. However, for written correspondence (letters, memos, etc.) and awards, Sailors will be addressed as Seaman, Petty Officer Third/Second/First Class as appropriate, and Chief, Senior Chief, Master Chief Petty Officer depending on their paygrade.

Q. How will any changes affect rating exams and Sailors' advancement?

There will be no immediate changes to rating exams or the advancement process at this time. It may take some time before we make these types of changes, but you will receive plenty of notification in advance so you can properly prepare for any type of new advancement exam.

Q. How will any changes affect uniform rating insignias?

There are no immediate changes to rating insignias. There are numerous options under consideration, but we expect this to be one of the last changes we make during this multi-year effort.

Q. How will this change provide more opportunities for Sailors?

The opportunities are gained by aligning Navy Occupational Specialties under broader career fields, which will provide Sailors with flexibility to move between jobs within those fields. We will also match Navy Occupational Specialties to similar civilian occupations, and facilitate the ability to earn civilian credentials for your work and training in Navy.

2.) Navy's Long Deployment Pay OK'd For A Year, But Threatened By Future Budget Cuts / 11 OCT 16

NAVY TIMES, Mark D. Faram

Navy officials got the green light to continue paying sailors cruise pay — extra bucks for extended deployments.

But the pay's future is in jeopardy. The approval is only for one year — not the two-years the services requested in July — and could be cut by October 2017 unless the Navy and Marine Corps can justify its effectiveness.

Under this Hardship Duty Pay-Tempo, sailors and Marines are paid an additional \$16.50 per day for each day deployed past 220 days. The special pay, intended to reward sailors on extended deployments, is worth up to \$495 dollars a month but ran out on Sept. 30. It has now been renewed for a full year.

"The Navy is in high demand and is present where and when it matters," said Vice Adm. Robert Burke, the Navy's chief of personnel, in a written statement. "Hardship Duty Pay – Tempo is designed to compensate sailors for the important roles they continue to play in keeping our nation safe during extended deployments around the globe."

The new approval to pay will run out on Sept. 30, 2017, and Defense Department said that future approvals will be contingent on the Navy and Marine Corps' ability to quantify the impact the pay has on each service.

"During the extension of the HDP-T ... Navy and Marine Corps shall submit an execution report on the effectiveness of this program," the Sept. 30 approval letter said.

That report will be due to DoD no later than Aug. 1. Navy sources familiar with the decision say DoD is under pressure to cut budgets and won't approve further extension without justification the program is effective.

The sources say it will be difficult to quantify the effectiveness of the pay, an offering the service began in 2014 after years of lengthening and erratic deployment schedules that drained morale. Rescinding this pay would likely mar morale in the Navy and Marine Corps, they added.

"This is something that the Navy wants for our sailors as we believe it positively affects sailors' morale," said Lt. Cmdr. Nathan Christensen, spokesman for the chief of naval personnel. "It's one small way to help them during long and difficult deployments away from home."

Over the past two years, 23,842 personnel from 1,129 commands have gotten the pay to the tune of \$15,561,381. The most recent payments went to the 4,162 sailors of the Truman Carrier Strike Group sailors, who returned home July 13 after 240 days away. Those extra 20 days cost the government roughly \$1.3 million.

3.) NWU Type III Transition Begins - 5 Things You Should Know / 7 OCT 16 [\[LINK\]](#)

Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Earlier this month, the Navy began its transition from the Navy Working Uniform Type (NWU) I to the NWU Type III as its primary shore working uniform. Here are five things to know about the uniform switch:

1. Sailors can wear either the NWU Type I or III right now, but effective Oct. 1, 2019, all Sailors will be expected to wear the NWU Type III as their primary working uniform when ashore or in port.
2. Until further policy guidance is issued, black boots will be the standard boot worn in the United States and its territories with the NWU Type III, but units can set a command-wide policy authorizing use of the tan boot. In addition to black boots, the black fleece is authorized for wear with the NWU Type III. Expeditionary forces in the United States or any forward deployed forces may wear the desert tan or coyote brown boots at the discretion of the unit commanding officer with the NWU Type III. A future NAVADMIN will be released to specify the revised manner of wear to include authorized components worn with the NWU Type III.
3. As announced this past August, Sailors will be able to purchase NWU Type III components for personal wear through Navy Exchange uniform stores and call centers once there is sufficient inventory on hand. NEXCOM expects to have Type III uniforms in select uniform stores next fall and will expand sales based upon inventory availability. While the Navy is developing an incremental regional fielding plan for the NWU Type III, this transition period will give Sailors time to prepare for the change and allow them to get maximum wear out of recently purchased NWU Type I uniforms.
4. This change is the first step in a multi-phased process that will streamline and consolidate the Navy's uniform requirements, and ultimately improve uniformity across the force. The Navy has listened to Sailors' feedback and is incorporating their desires to have a working uniform that is better fitting, more breathable and lighter weight.
5. Enlisted clothing replacement allowance will be adjusted to cover costs of these uniform changes and requirements. By law, commissioned officers pay for their uniforms with personal funds. Officers are currently entitled to a one-time uniform stipend (\$400), paid at the beginning of their careers. An additional stipend cannot be granted without a change in law.

4.) Mabus: Actions 'Assure That Our Navy Has Never Been Stronger' / 12 OCT 16 [\[LINK\]](#)

SEAPOWEE MAGAZINE ONLINE, Richard R. Burgess

WASHINGTON — The secretary of the Navy expressed confidence in the future of the Navy and Marine Corps as he reflected on the Navy Department's accomplishments over the course of his eight-year tenure as secretary, the longest since that of Josephus Daniels in the early 20th century.

"I will depart in a few months knowing that this administration has taken the necessary steps to assure that our Navy has never been stronger," Ray Mabus told an audience Oct. 12 during what likely was his last appearance as Navy secretary at the National Press Club. "We are getting the right number of the right kind of platforms to meet our mission; our disciplined and deliberate use of energy has made us better warfighters; we represent the greatest America has to offer, the absolute best in the world; and we continue to provide presence — around the globe, around the clock."

Mabus chose to focus his remarks on three of his top priorities while secretary: shipbuilding, energy and personnel reforms.

"Among the challenges, when I came into office, we had a shrinking fleet in a very bad economy; we had our hands tied by sequestration, which continues to hang over and limit our ability to plan; oil dependency and volatility threatened operations and training; and bad laws and an antiquated personnel system limited our ability to attract and keep America's most talented young people," Mabus said. "All of this, of course, occurring amid increasing threats, a far more complicated world and an ever-increasing demand for naval forces."

He stressed the importance of maintaining a naval presence, attainable only by having the ships to sustain it.

"That unrivaled advantage — on, above, beneath and from the sea — ensures stability, reassures allies, deters adversaries and gives our nation's leaders options in times of crisis," he said. "We are 'America's away team' because Sailors and Marines, equally in times of peace and war, are not just in the right place at the right time, but in the right place all the time. There is no next best thing to being there. In every case, from high-end combat to irregular warfare to humanitarian assistance and disaster relief, our naval assets get on station faster, we stay longer, we bring what we need with us, and, because our ships are sovereign U.S. territory, we can act without having to ask anyone's permission to get the job done."

"To get that presence, you have to have grey hulls on the horizon," Mabus said. "Quantity has a quality all of its own. To say that a Navy is too focused on building ships is to admit an ignorance of its purpose. So I made shipbuilding one of my top priorities, and we've dramatically reversed the decline in our fleet."

Mabus said the Navy has put 86 ships under contract during his tenure, on track to increase the size of the battle fleet from 278 ships in 2008 to 308 in 2021. He also noted savings of \$2 billion in the Arleigh Burke-class destroyer program and a similar number in the current Virginia-class submarine contract.

"Essentially, we got a submarine for free," he said. "It's like having one of those punch cards: buy nine, get your 10th sub free."

Mabus also mentioned the 8,000 new manufacturing jobs in the shipbuilding industry that added \$37 billion to the national Gross Domestic Product.

He noted the advancements made in unmanned systems, laser weapons and the electromagnetic rail gun.

Mabus also focused on his efforts to wean naval forces off addiction to fossil fuels and to provide alternative forms of energy to power Navy and Marine Corps systems and installations.

“So in 2009, I set a number of specific, ambitious energy goals, the most significant of which was to have at least half of naval energy — both ashore and afloat — come from non-fossil fueled sources by 2020,” he said.

“President Obama reiterated the goal ashore of 50 percent or 1 gigawatt in his 2012 State of the Union Address. That is one of the many reasons why I’m particularly proud to say to you today, in my State of the Navy Address, that we surpassed our goal ashore last year — five years early. Today, at our shore installations, we get more than 1.2 gigawatts of energy, of our total requirement for 2 gigawatts, from alternative sources.”

He said the biofuel that is now powering some ships costs only \$2.14 per gallon. Oil use by the fleet has declined 15 percent and by the Marine Corps by 60 percent, noting that some of the Marine Corps’ savings has been achieved because of reduction in combat operations.

He also described technologies that are reducing the fuel requirements of the fleet and Marine Corps units, such as hybrid electric drive; kinetic knee braces to power radios; and LED lighting for ships.

Mabus’ third emphasis was on reforms in the personnel programs. He defended his controversial decision to name ships for civil- and human rights heroes in addition to the more traditional military heroes, such as Medal of Honor recipients. He touted his support of increases in the number of female midshipmen at the Naval Academy; opening of all combat positions to women; ending of the ban on the service of gay, lesbian and transgender personnel; and the opening of Naval Reserve Officer Training Corps units at several universities that once had banned such units.

He also started the 21st Century Sailor and Marine Initiative to “foster a professional, supportive and inclusive workplace,” including combating the crime of sexual assault, treating personnel suffering from traumatic brain injury and post-traumatic stress syndrome; addressing suicide; increasing child care hours and maternity leave; increased co-location for couples; and providing a three-year career intermission.

Mabus stressed that the Navy and Marine Corps were not lowering their standards.

“But just as there is no good argument to lower standards, there is also no good argument to bar anyone who has met those standards from serving alongside his or her fellow Sailors and Marines — in every clime and place,” he said.

“So looking to the horizon, looking ahead,” he said, “I am confident that the policies we’ve enacted, the decisions we’ve made and the priorities we’ve set guarantee that our Navy and Marine Corps will remain the greatest expeditionary fighting force the world has ever known — for as far into the future as the eye can see.”

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